BYLAWS

DPW PARTNERSHIP COUNCIL

PURPOSE

To work together to discuss, investigate, study, and recommend possible solutions to mutual problems affecting labor-management relations.

REPRESENTATION

UNION: **AFGE, LOCAL 1920** members

MANAGEMENT: DPW members:
Substitutes may be chosen by mutual consent, but it is recognized that a continuity of membership is required. Other union representatives or activity directors may attend by mutual agreement dependent upon the subject matter of the agenda.

CHAIRING

Responsibility for chairing meetings shall alternate each meeting between the union and management. Each party will determine whether their chair assignment will be permanent or rotate among their members.

REPORTING

Minutes of the meetings will be recorded Management Chair and copies provided to both parties and the DPW Partnership Council. Any procedures or recommendations developing from these meetings will be communicated to employees. Issues that cannot be resolved will be submitted to the Fort Hood Partnership Council.

DATE AND TIME OF MEETINGS

Meetings shall be held monthly on the third Thursday, and be limited to 2 hours. Additional meetings may be called by mutual agreement of the chairpersons.
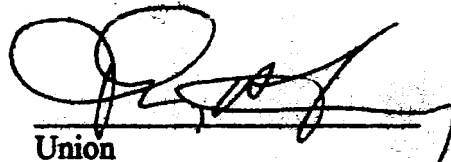
AGENDA

An agenda shall be submitted seven days prior to the meetings to both parties. Except by mutual consent, topics not on the agenda shall not be discussed but rather shall be placed on the following meeting's agenda. The agenda shall include a brief description of each item to be discussed. Emergency items may be added to the agenda by mutual consent. Discussion of agenda topics shall be alternated, with the party occupying the chair exercising the right to designate the first topic. Agenda topics should be submitted at the close of each meeting or not later than two weeks prior to the next meeting to the recorder who will coordinate with both chairs prior to adding the topics to the agenda.

MISCELLANEOUS

Since these meetings are considered official government business, those employees whose job requires them to drive a government vehicle will be permitted to drive that vehicle to committee meetings provided the use of the vehicle does not compromise urgent/emergency work requirements. Members will be in a duty status during Council meetings.

_____
Management

_____
Union

_____
Date 25 Jul 01

_____
Date 7/25/01

PARTNERSHIP AGREEMENT

between

DPW and AFGE, LOCAL 1920

We jointly resolve that a relationship between labor and management as partners is essential to ensure DPW and AFGE, Local 1920 meet their mission and deliver the highest quality service to their customers.
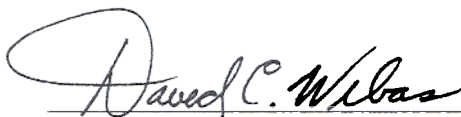
We further recognize that our labor-management partnerships will work to use the following guidelines:

♦ Partnership requires mutual respect and understanding.

♦ Partnership is a two way street of cooperation.

♦ Partnership requires sharing of information prior to a decision.

♦ Partnership positions are based on consensus

♦ Partnership requires joint training.

♦ Partnership is an evolutionary process

Using these guidelines, the labor-management partnership will strive to:

♦ Produce high quality, effective, and efficient service and products as an integral part of mission accomplishment.

♦ Ensure what we do is affordable, has longevity, and is applicable to everyone.

♦ Provide continuous skill learning for employees.
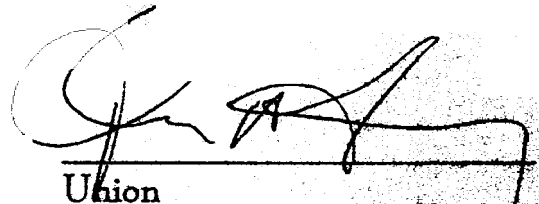
- Recognize our employees as valuable people who deserve worker oriented workplaces.

- Provide joint alternative dispute resolution training for employees involved in the process.

- Ensure open communications, mutual respect and trust among all.

- Remove barriers to enhanced productivity, flexible work processes, improved working conditions, and continuous quality improvement.

- Remove obstacles preventing good ideas from being heard

- Bargain in good faith, using interest based procedures, over any workplace issues with the objective of reaching an agreement which integrates the interests of the stakeholders; i.e. employees/union management, customer, and installation.

David C. Wilbas
Management

25 Jul 01
Date

_____
Union

_7/20/01_
Date